

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 8, 2003, were as follows: Average increases of 18 cents (2.2 percent) for Level 1 and 22 cents (2.1 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	433	8.11	13.52	6.75
CASHIER-CHECKER	236	7.55	11.30	6.75
CUSTOMER SERVICE ASST	41	7.97	12.13	7.00
OFFICE CASHIER	23	8.49	11.03	7.00
ACCOUNTING CLERK	4	14.92	17.68	13.00
RECREATION ATTENDANT	16	8.15	12.00	6.77
DESK CLERK	67	9.03	12.00	7.50
NF - 2				
STORE DETECTIVE	24	10.47	13.48	8.00
HEAD CUSTOMER SVC ASST	9	10.29	15.00	8.54
SECRETARY	10	11.70	14.02	11.00
ACCOUNTING TECHNICIAN	30	11.24	15.02	8.50
NF - 3				
DEPARTMENT MANAGER	107	12.74	17.80	7.73
EXECUTIVE SECRETARY	7	15.02	20.31	8.50
BOOKKEEPER	5	14.34	18.06	12.00

WAGE AREA : #059 Solano, CA

ORDER DATE: September 2, 2003

SURVEY : #018/20-39